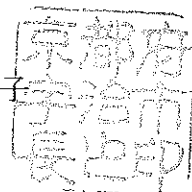


6 宇市人第 7 5 6 号  
令和 6 年 1 1 月 2 7 日

宇治市職員労働組合

執行委員長 福田 洋祐 様

宇治市長 松村 淳子



## 提 起 書

宇治市職員の給与の見直しについて、下記のとおり提起する。

### 記

#### 1 給 料

(1) 給料表を別表 1 及び別表 2 のとおり改定する。

(2) 改定の実施・適用時期

別表 1 については、令和 6 年 4 月 1 日から適用する。

別表 2 については、令和 7 年 4 月 1 日から適用する。

なお、別表 2 の適用は、別表 3 に基づいて行う。

## 2 諸手当

### (1) 期末手当・勤勉手当

ア 期末手当・勤勉手当について、下表のとおり改定する。

#### 再任用職員以外の支給月数

|      | 6 月期                   | 12 月期                  | 合計                   |
|------|------------------------|------------------------|----------------------|
| 期末手当 | 1.25 月<br>(現行：1.225 月) | 1.25 月<br>(現行：1.225 月) | 2.5 月<br>(現行：2.45 月) |
| 勤勉手当 | 1.05 月<br>(現行：1.025 月) | 1.05 月<br>(現行：1.025 月) | 2.1 月<br>(現行：2.05 月) |
| 合計   | 2.3 月<br>(現行：2.25 月)   | 2.3 月<br>(現行：2.25 月)   | 4.6 月<br>(現行：4.5 月)  |

#### 再任用職員の支給月数

|      | 6 月期                      | 12 月期                     | 合計                      |
|------|---------------------------|---------------------------|-------------------------|
| 期末手当 | 0.7 月<br>(現行：0.6875 月)    | 0.7 月<br>(現行：0.6875 月)    | 1.4 月<br>(現行：1.375 月)   |
| 勤勉手当 | 0.5125 月<br>(現行：0.5 月)    | 0.5125 月<br>(現行：0.5 月)    | 1.025 月<br>(現行：1.0 月)   |
| 合計   | 1.2125 月<br>(現行：1.1875 月) | 1.2125 月<br>(現行：1.1875 月) | 2.425 月<br>(現行：2.375 月) |

#### イ 改定の実施・適用時期

令和6年6月1日から適用する。

(2) 地域手当

ア 地域手当の支給割合について、下表のとおり改定する。

|      | 令和7年度  | 令和8年度以降 |
|------|--------|---------|
| 支給割合 | 100分の7 | 100分の8  |

イ 改定の実施・適用時期

令和7年4月1日から適用する。

(3) 住居手当

ア 自ら居住するため住宅を借り受け、家賃を支払っている職員に支給している住居手当について、定年前再任用短時間勤務職員及び暫定再任用職員を支給対象とする。

イ 改定の実施・適用時期

令和7年4月1日から適用する。

別表 1

| 職員の区分 | 職務の級 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級     |
|-------|------|---------|---------|---------|---------|---------|---------|---------|---------|
|       | 号給   | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    |
|       |      | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|       | 1    | 185,900 | 232,900 | 264,600 | 291,000 | 313,800 | 339,300 | 378,200 | 420,900 |
|       | 2    | 187,000 | 234,500 | 265,700 | 292,600 | 315,500 | 341,200 | 380,800 | 423,400 |
|       | 3    | 188,200 | 236,000 | 266,700 | 294,100 | 317,200 | 343,000 | 383,100 | 425,900 |
|       | 4    | 189,300 | 237,500 | 267,700 | 295,600 | 318,700 | 344,900 | 385,400 | 428,300 |
|       | 5    | 190,400 | 239,000 | 268,700 | 297,200 | 320,200 | 346,600 | 387,300 | 430,200 |
|       | 6    | 192,100 | 240,500 | 269,700 | 298,700 | 321,500 | 348,300 | 389,600 | 432,400 |
|       | 7    | 193,800 | 242,100 | 270,700 | 300,100 | 322,800 | 349,900 | 391,800 | 434,500 |
|       | 8    | 195,400 | 243,600 | 271,700 | 301,400 | 324,100 | 351,700 | 393,800 | 436,700 |
|       | 9    | 197,000 | 245,100 | 272,800 | 302,600 | 325,400 | 353,300 | 395,800 | 438,700 |
|       | 10   | 198,700 | 246,500 | 273,800 | 304,100 | 327,200 | 355,000 | 398,100 | 440,800 |
|       | 11   | 200,300 | 247,900 | 274,800 | 305,700 | 329,100 | 356,600 | 400,400 | 442,900 |
|       | 12   | 202,000 | 249,400 | 275,800 | 307,100 | 330,800 | 358,200 | 402,600 | 444,800 |
|       | 13   | 203,600 | 250,600 | 276,800 | 308,500 | 332,500 | 359,800 | 404,800 | 446,600 |
|       | 14   | 205,300 | 251,800 | 277,800 | 309,600 | 334,200 | 361,500 | 407,200 | 448,400 |
|       | 15   | 207,000 | 253,000 | 278,800 | 310,600 | 336,000 | 363,100 | 409,400 | 450,300 |
|       | 16   | 208,700 | 254,200 | 279,900 | 311,800 | 337,700 | 364,700 | 411,700 | 452,200 |
|       | 17   | 210,100 | 255,300 | 281,000 | 313,100 | 339,300 | 366,300 | 413,500 | 454,000 |
|       | 18   | 211,700 | 256,400 | 282,300 | 314,700 | 341,000 | 368,200 | 415,500 | 455,900 |
|       | 19   | 213,300 | 257,600 | 283,600 | 316,300 | 342,700 | 369,700 | 417,400 | 457,700 |
|       | 20   | 214,800 | 258,700 | 284,800 | 317,900 | 344,400 | 371,300 | 419,200 | 459,400 |
|       | 21   | 216,300 | 259,700 | 286,100 | 319,400 | 345,900 | 372,700 | 421,000 | 461,200 |
|       | 22   | 218,000 | 260,700 | 287,400 | 321,100 | 347,500 | 374,300 | 422,900 | 462,800 |
|       | 23   | 219,600 | 261,700 | 288,700 | 322,700 | 349,100 | 376,000 | 424,700 | 464,200 |
|       | 24   | 221,200 | 262,700 | 289,900 | 324,300 | 350,600 | 377,500 | 426,500 | 465,700 |
|       | 25   | 222,800 | 263,700 | 291,000 | 325,800 | 352,100 | 379,400 | 428,100 | 467,100 |
|       | 26   | 224,500 | 264,600 | 292,200 | 327,500 | 353,800 | 381,300 | 429,600 | 468,400 |
|       | 27   | 225,900 | 265,600 | 293,500 | 329,200 | 355,400 | 383,300 | 431,200 | 469,700 |
|       | 28   | 227,200 | 266,500 | 294,800 | 330,800 | 357,000 | 385,100 | 432,700 | 471,000 |
|       | 29   | 228,500 | 267,300 | 296,100 | 332,200 | 358,200 | 386,600 | 434,200 | 472,000 |
|       | 30   | 229,600 | 268,100 | 297,200 | 333,900 | 359,800 | 388,400 | 435,500 | 472,700 |
|       | 31   | 230,700 | 268,900 | 298,200 | 335,600 | 361,300 | 390,100 | 436,800 | 473,400 |
|       | 32   | 231,800 | 269,700 | 299,300 | 337,300 | 362,800 | 391,800 | 438,000 | 474,100 |
|       | 33   | 232,900 | 270,400 | 300,400 | 338,500 | 364,500 | 393,500 | 439,300 | 474,800 |
|       | 34   | 234,100 | 271,200 | 301,600 | 340,400 | 366,300 | 394,900 | 440,600 | 475,500 |
|       | 35   | 235,200 | 272,000 | 302,700 | 342,100 | 368,100 | 396,300 | 441,900 | 476,100 |
|       | 36   | 236,300 | 272,800 | 303,900 | 343,800 | 369,800 | 397,700 | 443,100 | 476,700 |
|       | 37   | 237,400 | 273,500 | 305,200 | 345,300 | 371,200 | 399,200 | 444,300 | 477,200 |
|       | 38   | 238,400 | 274,300 | 306,500 | 346,900 | 372,500 | 400,400 | 445,100 | 477,800 |
|       | 39   | 239,400 | 275,100 | 307,800 | 348,500 | 373,700 | 401,600 | 445,900 | 478,500 |
|       | 40   | 240,300 | 275,800 | 309,100 | 350,100 | 375,100 | 402,600 | 446,800 | 479,100 |
|       | 41   | 241,300 | 276,500 | 310,400 | 351,900 | 376,300 | 403,700 | 447,400 | 479,600 |
|       | 42   | 242,200 | 277,300 | 311,700 | 353,700 | 377,200 | 404,900 | 448,000 | 480,100 |
|       | 43   | 243,000 | 278,100 | 313,100 | 355,500 | 378,200 | 406,000 | 448,600 | 480,500 |

| 職員の区分                                                       | 職務の級 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級     |
|-------------------------------------------------------------|------|---------|---------|---------|---------|---------|---------|---------|---------|
|                                                             | 号給   | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    |
| 定年<br>前再<br>任用<br>時<br>勤<br>務<br>員<br>以<br>外<br>の<br>職<br>員 |      | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|                                                             | 44   | 243,800 | 278,800 | 314,400 | 357,300 | 379,300 | 407,200 | 449,200 | 480,800 |
|                                                             | 45   | 244,500 | 279,500 | 315,700 | 358,800 | 380,100 | 407,900 | 449,900 | 481,100 |
|                                                             | 46   | 245,100 | 280,200 | 317,000 | 360,300 | 381,000 | 408,600 | 450,700 |         |
|                                                             | 47   | 245,700 | 281,000 | 318,300 | 361,700 | 381,900 | 409,300 | 451,100 |         |
|                                                             | 48   | 246,300 | 281,700 | 319,400 | 363,100 | 382,700 | 410,000 | 451,800 |         |
|                                                             | 49   | 246,900 | 282,400 | 320,400 | 364,600 | 383,600 | 410,600 | 452,300 |         |
|                                                             | 50   | 247,500 | 283,100 | 321,700 | 365,400 | 384,400 | 411,200 | 452,700 |         |
|                                                             | 51   | 248,100 | 283,800 | 323,000 | 366,400 | 385,200 | 411,700 | 453,100 |         |
|                                                             | 52   | 248,600 | 284,500 | 324,300 | 367,500 | 385,900 | 412,100 | 453,500 |         |
|                                                             | 53   | 249,200 | 285,100 | 325,500 | 368,400 | 386,600 | 412,500 | 453,900 |         |
|                                                             | 54   | 249,600 | 285,800 | 326,800 | 369,500 | 387,300 | 412,700 | 454,400 |         |
|                                                             | 55   | 249,900 | 286,400 | 328,100 | 370,400 | 388,000 | 413,000 | 454,800 |         |
|                                                             | 56   | 250,200 | 287,100 | 329,300 | 371,400 | 388,700 | 413,300 | 455,100 |         |
|                                                             | 57   | 250,500 | 287,700 | 330,600 | 372,300 | 389,200 | 413,600 | 455,400 |         |
|                                                             | 58   | 250,800 | 288,500 | 331,700 | 373,000 | 389,800 | 413,900 | 455,800 |         |
|                                                             | 59   | 251,100 | 289,100 | 332,800 | 373,700 | 390,400 | 414,200 | 456,100 |         |
|                                                             | 60   | 251,400 | 289,800 | 333,900 | 374,300 | 391,200 | 414,500 | 456,400 |         |
|                                                             | 61   | 251,700 | 290,400 | 334,600 | 374,700 | 391,600 | 414,700 | 456,700 |         |
|                                                             | 62   | 252,000 | 291,100 | 335,500 | 375,400 | 392,200 | 415,100 |         |         |
|                                                             | 63   | 252,300 | 291,700 | 336,300 | 376,100 | 392,800 | 415,400 |         |         |
|                                                             | 64   | 252,600 | 292,200 | 337,100 | 376,800 | 393,300 | 415,700 |         |         |
|                                                             | 65   | 252,900 | 292,700 | 337,900 | 377,100 | 393,700 | 415,900 |         |         |
|                                                             | 66   | 253,200 | 293,300 | 338,300 | 377,800 | 394,300 | 416,200 |         |         |
|                                                             | 67   | 253,500 | 293,800 | 338,900 | 378,500 | 394,900 | 416,500 |         |         |
|                                                             | 68   | 253,800 | 294,400 | 339,600 | 379,100 | 395,400 | 416,800 |         |         |
|                                                             | 69   | 254,100 | 294,900 | 340,400 | 379,400 | 395,800 | 417,000 |         |         |
|                                                             | 70   | 254,400 | 295,400 | 341,100 | 379,900 | 396,300 | 417,300 |         |         |
|                                                             | 71   | 254,700 | 296,000 | 341,800 | 380,500 | 396,800 | 417,600 |         |         |
|                                                             | 72   | 255,000 | 296,700 | 342,400 | 381,100 | 397,400 | 417,800 |         |         |
|                                                             | 73   | 255,300 | 297,200 | 342,900 | 381,400 | 397,700 | 418,000 |         |         |
|                                                             | 74   | 255,600 | 297,700 | 343,500 | 382,000 | 398,100 | 418,300 |         |         |
|                                                             | 75   | 255,900 | 298,100 | 344,100 | 382,700 | 398,500 | 418,600 |         |         |
|                                                             | 76   | 256,200 | 298,400 | 344,700 | 383,400 | 398,900 | 418,800 |         |         |
|                                                             | 77   | 256,500 | 298,600 | 345,000 | 383,800 | 399,300 | 419,000 |         |         |
|                                                             | 78   | 256,900 | 298,900 | 345,500 | 384,300 | 399,600 | 419,300 |         |         |
|                                                             | 79   | 257,200 | 299,100 | 345,900 | 384,900 | 399,900 | 419,600 |         |         |
|                                                             | 80   | 257,500 | 299,400 | 346,300 | 385,400 | 400,100 | 419,800 |         |         |
|                                                             | 81   | 257,800 | 299,600 | 346,700 | 385,900 | 400,300 | 420,000 |         |         |
|                                                             | 82   | 258,100 | 299,800 | 347,200 | 386,500 | 400,600 | 420,300 |         |         |
|                                                             | 83   | 258,400 | 300,100 | 347,700 | 387,000 | 400,900 | 420,600 |         |         |
|                                                             | 84   | 258,700 | 300,300 | 348,200 | 387,300 | 401,100 | 420,800 |         |         |
|                                                             | 85   | 259,000 | 300,600 | 348,500 | 387,700 | 401,300 | 421,000 |         |         |
|                                                             | 86   | 259,300 | 300,900 | 348,900 | 388,200 | 401,600 |         |         |         |
|                                                             | 87   | 259,600 | 301,200 | 349,300 | 388,600 | 401,900 |         |         |         |

| 職員の区分        | 職務の級 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級     |
|--------------|------|---------|---------|---------|---------|---------|---------|---------|---------|
|              | 号給   | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    |
|              |      | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|              | 88   | 259,900 | 301,500 | 349,700 | 389,000 | 402,100 |         |         |         |
|              | 89   | 260,200 | 301,800 | 350,000 | 389,400 | 402,300 |         |         |         |
|              | 90   | 260,500 | 302,100 | 350,400 | 389,900 | 402,600 |         |         |         |
|              | 91   | 260,800 | 302,400 | 350,800 | 390,300 | 402,900 |         |         |         |
|              | 92   | 261,100 | 302,800 | 351,200 | 390,700 | 403,100 |         |         |         |
|              | 93   | 261,400 | 303,000 | 351,400 | 391,000 | 403,300 |         |         |         |
|              | 94   |         | 303,200 | 351,900 | 391,600 |         |         |         |         |
|              | 95   |         | 303,500 | 352,300 | 392,000 |         |         |         |         |
|              | 96   |         | 303,900 | 352,700 | 392,400 |         |         |         |         |
|              | 97   |         | 304,100 | 352,900 | 392,700 |         |         |         |         |
|              | 98   |         | 304,500 | 353,300 | 393,200 |         |         |         |         |
|              | 99   |         | 304,900 | 353,700 | 393,600 |         |         |         |         |
|              | 100  |         | 305,300 | 354,000 | 394,000 |         |         |         |         |
|              | 101  |         | 305,500 | 354,300 | 394,300 |         |         |         |         |
|              | 102  |         | 305,800 | 354,700 |         |         |         |         |         |
|              | 103  |         | 306,100 | 355,100 |         |         |         |         |         |
|              | 104  |         | 306,400 | 355,500 |         |         |         |         |         |
|              | 105  |         | 306,600 | 356,000 |         |         |         |         |         |
|              | 106  |         | 306,900 | 356,400 |         |         |         |         |         |
|              | 107  |         | 307,200 | 356,800 |         |         |         |         |         |
|              | 108  |         | 307,500 | 357,200 |         |         |         |         |         |
|              | 109  |         | 307,700 | 357,700 |         |         |         |         |         |
|              | 110  |         | 308,100 | 358,100 |         |         |         |         |         |
|              | 111  |         | 308,500 | 358,400 |         |         |         |         |         |
|              | 112  |         | 308,800 | 358,700 |         |         |         |         |         |
|              | 113  |         | 309,000 | 359,200 |         |         |         |         |         |
|              | 114  |         | 309,200 |         |         |         |         |         |         |
|              | 115  |         | 309,500 |         |         |         |         |         |         |
|              | 116  |         | 309,900 |         |         |         |         |         |         |
|              | 117  |         | 310,100 |         |         |         |         |         |         |
|              | 118  |         | 310,300 |         |         |         |         |         |         |
|              | 119  |         | 310,600 |         |         |         |         |         |         |
|              | 120  |         | 310,900 |         |         |         |         |         |         |
|              | 121  |         | 311,300 |         |         |         |         |         |         |
|              | 122  |         | 311,500 |         |         |         |         |         |         |
|              | 123  |         | 311,800 |         |         |         |         |         |         |
|              | 124  |         | 312,200 |         |         |         |         |         |         |
|              | 125  |         | 312,500 |         |         |         |         |         |         |
| 定年前任用短時間勤務職員 |      | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  |
|              |      | 194,500 | 222,300 | 263,400 | 283,300 | 298,700 | 324,700 | 367,300 | 401,300 |

別表 2

| 職員の区分 | 職務の級<br>号給 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級     |
|-------|------------|---------|---------|---------|---------|---------|---------|---------|---------|
|       |            | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    |
|       |            | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|       | 1          | 185,900 | 232,900 | 268,700 | 302,600 | 325,400 | 359,800 | 413,500 | 464,200 |
|       | 2          | 187,000 | 234,500 | 269,700 | 304,100 | 327,200 | 361,500 | 415,500 | 469,700 |
|       | 3          | 188,200 | 236,000 | 270,700 | 305,700 | 329,100 | 363,100 | 417,400 | 474,800 |
|       | 4          | 189,300 | 237,500 | 271,700 | 307,100 | 330,800 | 364,700 | 419,200 | 479,600 |
|       | 5          | 190,400 | 239,000 | 272,800 | 308,500 | 332,500 | 366,300 | 421,000 | 483,600 |
|       | 6          | 192,100 | 240,500 | 273,800 | 309,600 | 334,200 | 368,200 | 422,900 | 487,200 |
|       | 7          | 193,800 | 242,100 | 274,800 | 310,600 | 336,000 | 369,700 | 424,700 | 490,200 |
|       | 8          | 195,400 | 243,600 | 275,800 | 311,800 | 337,700 | 371,300 | 426,500 | 492,700 |
|       | 9          | 197,000 | 245,100 | 276,800 | 313,100 | 339,300 | 372,700 | 428,100 | 494,800 |
|       | 10         | 198,700 | 246,500 | 277,800 | 314,700 | 341,000 | 374,300 | 429,600 |         |
|       | 11         | 200,300 | 247,900 | 278,800 | 316,300 | 342,700 | 376,000 | 431,200 |         |
|       | 12         | 202,000 | 249,400 | 279,900 | 317,900 | 344,400 | 377,500 | 432,700 |         |
|       | 13         | 203,600 | 250,600 | 281,000 | 319,400 | 345,900 | 379,400 | 434,200 |         |
|       | 14         | 205,300 | 251,800 | 282,300 | 321,100 | 347,500 | 381,300 | 435,500 |         |
|       | 15         | 207,000 | 253,000 | 283,600 | 322,700 | 349,100 | 383,300 | 436,800 |         |
|       | 16         | 208,700 | 254,200 | 284,800 | 324,300 | 350,600 | 385,100 | 438,000 |         |
|       | 17         | 210,100 | 255,300 | 286,100 | 325,800 | 352,100 | 386,600 | 439,300 |         |
|       | 18         | 211,700 | 256,400 | 287,400 | 327,500 | 353,800 | 388,400 | 440,600 |         |
|       | 19         | 213,300 | 257,600 | 288,700 | 329,200 | 355,400 | 390,100 | 441,900 |         |
|       | 20         | 214,800 | 258,700 | 289,900 | 330,800 | 357,000 | 391,800 | 443,100 |         |
|       | 21         | 216,300 | 259,700 | 291,000 | 332,200 | 358,200 | 393,500 | 444,300 |         |
|       | 22         | 218,000 | 260,700 | 292,200 | 333,900 | 359,800 | 394,900 | 445,100 |         |
|       | 23         | 219,600 | 261,700 | 293,500 | 335,600 | 361,300 | 396,300 | 445,900 |         |
|       | 24         | 221,200 | 262,700 | 294,800 | 337,300 | 362,800 | 397,700 | 446,800 |         |
|       | 25         | 222,800 | 263,700 | 296,100 | 338,500 | 364,500 | 399,200 | 447,400 |         |
|       | 26         | 224,500 | 264,600 | 297,200 | 340,400 | 366,300 | 400,400 | 448,000 |         |
|       | 27         | 225,900 | 265,600 | 298,200 | 342,100 | 368,100 | 401,600 | 448,600 |         |
|       | 28         | 227,200 | 266,500 | 299,300 | 343,800 | 369,800 | 402,600 | 449,200 |         |
|       | 29         | 228,500 | 267,300 | 300,400 | 345,300 | 371,200 | 403,700 | 449,900 |         |
|       | 30         | 229,600 | 268,100 | 301,600 | 346,900 | 372,500 | 404,900 | 450,700 |         |
|       | 31         | 230,700 | 268,900 | 302,700 | 348,500 | 373,700 | 406,000 | 451,100 |         |
|       | 32         | 231,800 | 269,700 | 303,900 | 350,100 | 375,100 | 407,200 | 451,800 |         |
|       | 33         | 232,900 | 270,400 | 305,200 | 351,900 | 376,300 | 407,900 | 452,300 |         |
|       | 34         | 234,100 | 271,200 | 306,500 | 353,700 | 377,200 | 408,600 | 452,700 |         |
|       | 35         | 235,200 | 272,000 | 307,800 | 355,500 | 378,200 | 409,300 | 453,100 |         |
|       | 36         | 236,300 | 272,800 | 309,100 | 357,300 | 379,300 | 410,000 | 453,500 |         |
|       | 37         | 237,400 | 273,500 | 310,400 | 358,800 | 380,100 | 410,600 | 453,900 |         |
|       | 38         | 238,400 | 274,300 | 311,700 | 360,300 | 381,000 | 411,200 | 454,400 |         |
|       | 39         | 239,400 | 275,100 | 313,100 | 361,700 | 381,900 | 411,700 | 454,800 |         |
|       | 40         | 240,300 | 275,800 | 314,400 | 363,100 | 382,700 | 412,100 | 455,100 |         |
|       | 41         | 241,300 | 276,500 | 315,700 | 364,600 | 383,600 | 412,500 | 455,400 |         |
|       | 42         | 242,200 | 277,300 | 317,000 | 365,400 | 384,400 | 412,700 | 455,800 |         |
|       | 43         | 243,000 | 278,100 | 318,300 | 366,400 | 385,200 | 413,000 | 456,100 |         |

| 職員の区分                                              | 職務の級 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級  |
|----------------------------------------------------|------|---------|---------|---------|---------|---------|---------|---------|------|
|                                                    | 号給   | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額 |
| 定年<br>前再<br>任用<br>短時<br>間勤<br>務職<br>員以<br>外の<br>職員 |      | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円    |
|                                                    | 44   | 243,800 | 278,800 | 319,400 | 367,500 | 385,900 | 413,300 | 456,400 |      |
|                                                    | 45   | 244,500 | 279,500 | 320,400 | 368,400 | 386,600 | 413,600 | 456,700 |      |
|                                                    | 46   | 245,100 | 280,200 | 321,700 | 369,500 | 387,300 | 413,900 |         |      |
|                                                    | 47   | 245,700 | 281,000 | 323,000 | 370,400 | 388,000 | 414,200 |         |      |
|                                                    | 48   | 246,300 | 281,700 | 324,300 | 371,400 | 388,700 | 414,500 |         |      |
|                                                    | 49   | 246,900 | 282,400 | 325,500 | 372,300 | 389,200 | 414,700 |         |      |
|                                                    | 50   | 247,500 | 283,100 | 326,800 | 373,000 | 389,800 | 415,100 |         |      |
|                                                    | 51   | 248,100 | 283,800 | 328,100 | 373,700 | 390,400 | 415,400 |         |      |
|                                                    | 52   | 248,600 | 284,500 | 329,300 | 374,300 | 391,200 | 415,700 |         |      |
|                                                    | 53   | 249,200 | 285,100 | 330,600 | 374,700 | 391,600 | 415,900 |         |      |
|                                                    | 54   | 249,600 | 285,800 | 331,700 | 375,400 | 392,200 | 416,200 |         |      |
|                                                    | 55   | 249,900 | 286,400 | 332,800 | 376,100 | 392,800 | 416,500 |         |      |
|                                                    | 56   | 250,200 | 287,100 | 333,900 | 376,800 | 393,300 | 416,800 |         |      |
|                                                    | 57   | 250,500 | 287,700 | 334,600 | 377,100 | 393,700 | 417,000 |         |      |
|                                                    | 58   | 250,800 | 288,500 | 335,500 | 377,800 | 394,300 | 417,300 |         |      |
|                                                    | 59   | 251,100 | 289,100 | 336,300 | 378,500 | 394,900 | 417,600 |         |      |
|                                                    | 60   | 251,400 | 289,800 | 337,100 | 379,100 | 395,400 | 417,800 |         |      |
|                                                    | 61   | 251,700 | 290,400 | 337,900 | 379,400 | 395,800 | 418,000 |         |      |
|                                                    | 62   | 252,000 | 291,100 | 338,300 | 379,900 | 396,300 | 418,300 |         |      |
|                                                    | 63   | 252,300 | 291,700 | 338,900 | 380,500 | 396,800 | 418,600 |         |      |
|                                                    | 64   | 252,600 | 292,200 | 339,600 | 381,100 | 397,400 | 418,800 |         |      |
|                                                    | 65   | 252,900 | 292,700 | 340,400 | 381,400 | 397,700 | 419,000 |         |      |
|                                                    | 66   | 253,200 | 293,300 | 341,100 | 382,000 | 398,100 | 419,300 |         |      |
|                                                    | 67   | 253,500 | 293,800 | 341,800 | 382,700 | 398,500 | 419,600 |         |      |
|                                                    | 68   | 253,800 | 294,400 | 342,400 | 383,400 | 398,900 | 419,800 |         |      |
|                                                    | 69   | 254,100 | 294,900 | 342,900 | 383,800 | 399,300 | 420,000 |         |      |
|                                                    | 70   | 254,400 | 295,400 | 343,500 | 384,300 | 399,600 | 420,300 |         |      |
|                                                    | 71   | 254,700 | 296,000 | 344,100 | 384,900 | 399,900 | 420,600 |         |      |
|                                                    | 72   | 255,000 | 296,700 | 344,700 | 385,400 | 400,100 | 420,800 |         |      |
|                                                    | 73   | 255,300 | 297,200 | 345,000 | 385,900 | 400,300 | 421,000 |         |      |
|                                                    | 74   | 255,600 | 297,700 | 345,500 | 386,500 | 400,600 |         |         |      |
|                                                    | 75   | 255,900 | 298,100 | 345,900 | 387,000 | 400,900 |         |         |      |
|                                                    | 76   | 256,200 | 298,400 | 346,300 | 387,300 | 401,100 |         |         |      |
|                                                    | 77   | 256,500 | 298,600 | 346,700 | 387,700 | 401,300 |         |         |      |
|                                                    | 78   | 256,900 | 298,900 | 347,200 | 388,200 | 401,600 |         |         |      |
|                                                    | 79   | 257,200 | 299,100 | 347,700 | 388,600 | 401,900 |         |         |      |
|                                                    | 80   | 257,500 | 299,400 | 348,200 | 389,000 | 402,100 |         |         |      |
|                                                    | 81   | 257,800 | 299,600 | 348,500 | 389,400 | 402,300 |         |         |      |
|                                                    | 82   | 258,100 | 299,800 | 348,900 | 389,900 | 402,600 |         |         |      |
|                                                    | 83   | 258,400 | 300,100 | 349,300 | 390,300 | 402,900 |         |         |      |
|                                                    | 84   | 258,700 | 300,300 | 349,700 | 390,700 | 403,100 |         |         |      |
|                                                    | 85   | 259,000 | 300,600 | 350,000 | 391,000 | 403,300 |         |         |      |
|                                                    | 86   | 259,300 | 300,900 | 350,400 | 391,600 |         |         |         |      |
|                                                    | 87   | 259,600 | 301,200 | 350,800 | 392,000 |         |         |         |      |



| 職員の区分        | 職務の級 | 1 級     | 2 級     | 3 級     | 4 級     | 5 級     | 6 級     | 7 級     | 8 級     |
|--------------|------|---------|---------|---------|---------|---------|---------|---------|---------|
|              | 号給   | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    | 給料月額    |
|              |      | 円       | 円       | 円       | 円       | 円       | 円       | 円       | 円       |
|              | 88   | 259,900 | 301,500 | 351,200 | 392,400 |         |         |         |         |
|              | 89   | 260,200 | 301,800 | 351,400 | 392,700 |         |         |         |         |
|              | 90   | 260,500 | 302,100 | 351,900 | 393,200 |         |         |         |         |
|              | 91   | 260,800 | 302,400 | 352,300 | 393,600 |         |         |         |         |
|              | 92   | 261,100 | 302,800 | 352,700 | 394,000 |         |         |         |         |
|              | 93   | 261,400 | 303,000 | 352,900 | 394,300 |         |         |         |         |
|              | 94   |         | 303,200 | 353,300 |         |         |         |         |         |
|              | 95   |         | 303,500 | 353,700 |         |         |         |         |         |
|              | 96   |         | 303,900 | 354,000 |         |         |         |         |         |
|              | 97   |         | 304,100 | 354,300 |         |         |         |         |         |
|              | 98   |         | 304,500 | 354,700 |         |         |         |         |         |
|              | 99   |         | 304,900 | 355,100 |         |         |         |         |         |
|              | 100  |         | 305,300 | 355,500 |         |         |         |         |         |
|              | 101  |         | 305,500 | 356,000 |         |         |         |         |         |
|              | 102  |         | 305,800 | 356,400 |         |         |         |         |         |
|              | 103  |         | 306,100 | 356,800 |         |         |         |         |         |
|              | 104  |         | 306,400 | 357,200 |         |         |         |         |         |
|              | 105  |         | 306,600 | 357,700 |         |         |         |         |         |
|              | 106  |         | 306,900 | 358,100 |         |         |         |         |         |
|              | 107  |         | 307,200 | 358,400 |         |         |         |         |         |
|              | 108  |         | 307,500 | 358,700 |         |         |         |         |         |
|              | 109  |         | 307,700 | 359,200 |         |         |         |         |         |
|              | 110  |         | 308,100 |         |         |         |         |         |         |
|              | 111  |         | 308,500 |         |         |         |         |         |         |
|              | 112  |         | 308,800 |         |         |         |         |         |         |
|              | 113  |         | 309,000 |         |         |         |         |         |         |
|              | 114  |         | 309,200 |         |         |         |         |         |         |
|              | 115  |         | 309,500 |         |         |         |         |         |         |
|              | 116  |         | 309,900 |         |         |         |         |         |         |
|              | 117  |         | 310,100 |         |         |         |         |         |         |
|              | 118  |         | 310,300 |         |         |         |         |         |         |
|              | 119  |         | 310,600 |         |         |         |         |         |         |
|              | 120  |         | 310,900 |         |         |         |         |         |         |
|              | 121  |         | 311,300 |         |         |         |         |         |         |
|              | 122  |         | 311,500 |         |         |         |         |         |         |
|              | 123  |         | 311,800 |         |         |         |         |         |         |
|              | 124  |         | 312,200 |         |         |         |         |         |         |
|              | 125  |         | 312,500 |         |         |         |         |         |         |
| 定年前任用短時間勤務職員 |      | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  | 基準給料月額  |
|              |      | 194,500 | 222,300 | 263,400 | 283,300 | 298,700 | 324,700 | 367,300 | 401,300 |

### 別表 3

別表2の適用にあたり、令和7年4月1日（以下「切替日という。」）の前日から引き続き在職する職員であって同日においてその者が属していた職務の級が下表に掲げられているものの切替日における号給（以下「新号給」という。）は、切替日の前日においてその者が属していた職務の級及び受けていた号給（以下「旧号給」という。）に応じて下表に定める号給とする。

| 旧号給 | 新 号 給 |     |     |     |     |     |
|-----|-------|-----|-----|-----|-----|-----|
|     | 3 級   | 4 級 | 5 級 | 6 級 | 7 級 | 8 級 |
| 1   | 1     | 1   | 1   | 1   | 1   | 1   |
| 2   | 1     | 1   | 1   | 1   | 1   | 1   |
| 3   | 1     | 1   | 1   | 1   | 1   | 1   |
| 4   | 1     | 1   | 1   | 1   | 1   | 1   |
| 5   | 1     | 1   | 1   | 1   | 1   | 1   |
| 6   | 2     | 1   | 1   | 1   | 1   | 1   |
| 7   | 3     | 1   | 1   | 1   | 1   | 1   |
| 8   | 4     | 1   | 1   | 1   | 1   | 1   |
| 9   | 5     | 1   | 1   | 1   | 1   | 1   |
| 10  | 6     | 2   | 2   | 1   | 1   | 1   |
| 11  | 7     | 3   | 3   | 1   | 1   | 1   |
| 12  | 8     | 4   | 4   | 1   | 1   | 1   |
| 13  | 9     | 5   | 5   | 1   | 1   | 1   |
| 14  | 10    | 6   | 6   | 2   | 1   | 1   |
| 15  | 11    | 7   | 7   | 3   | 1   | 1   |
| 16  | 12    | 8   | 8   | 4   | 1   | 1   |
| 17  | 13    | 9   | 9   | 5   | 1   | 1   |
| 18  | 14    | 10  | 10  | 6   | 2   | 1   |
| 19  | 15    | 11  | 11  | 7   | 3   | 1   |
| 20  | 16    | 12  | 12  | 8   | 4   | 1   |
| 21  | 17    | 13  | 13  | 9   | 5   | 1   |
| 22  | 18    | 14  | 14  | 10  | 6   | 1   |
| 23  | 19    | 15  | 15  | 11  | 7   | 1   |
| 24  | 20    | 16  | 16  | 12  | 8   | 2   |
| 25  | 21    | 17  | 17  | 13  | 9   | 2   |
| 26  | 22    | 18  | 18  | 14  | 10  | 2   |
| 27  | 23    | 19  | 19  | 15  | 11  | 2   |
| 28  | 24    | 20  | 20  | 16  | 12  | 3   |
| 29  | 25    | 21  | 21  | 17  | 13  | 3   |
| 30  | 26    | 22  | 22  | 18  | 14  | 3   |
| 31  | 27    | 23  | 23  | 19  | 15  | 3   |
| 32  | 28    | 24  | 24  | 20  | 16  | 3   |
| 33  | 29    | 25  | 25  | 21  | 17  | 3   |
| 34  | 30    | 26  | 26  | 22  | 18  | 4   |

| 旧号給 | 新 号 給 |     |     |     |     |     |
|-----|-------|-----|-----|-----|-----|-----|
|     | 3 級   | 4 級 | 5 級 | 6 級 | 7 級 | 8 級 |
| 35  | 31    | 27  | 27  | 23  | 19  | 4   |
| 36  | 32    | 28  | 28  | 24  | 20  | 4   |
| 37  | 33    | 29  | 29  | 25  | 21  | 4   |
| 38  | 34    | 30  | 30  | 26  | 22  | 4   |
| 39  | 35    | 31  | 31  | 27  | 23  | 4   |
| 40  | 36    | 32  | 32  | 28  | 24  | 4   |
| 41  | 37    | 33  | 33  | 29  | 25  | 4   |
| 42  | 38    | 34  | 34  | 30  | 26  | 5   |
| 43  | 39    | 35  | 35  | 31  | 27  | 5   |
| 44  | 40    | 36  | 36  | 32  | 28  | 5   |
| 45  | 41    | 37  | 37  | 33  | 29  | 5   |
| 46  | 42    | 38  | 38  | 34  | 30  |     |
| 47  | 43    | 39  | 39  | 35  | 31  |     |
| 48  | 44    | 40  | 40  | 36  | 32  |     |
| 49  | 45    | 41  | 41  | 37  | 33  |     |
| 50  | 46    | 42  | 42  | 38  | 34  |     |
| 51  | 47    | 43  | 43  | 39  | 35  |     |
| 52  | 48    | 44  | 44  | 40  | 36  |     |
| 53  | 49    | 45  | 45  | 41  | 37  |     |
| 54  | 50    | 46  | 46  | 42  | 38  |     |
| 55  | 51    | 47  | 47  | 43  | 39  |     |
| 56  | 52    | 48  | 48  | 44  | 40  |     |
| 57  | 53    | 49  | 49  | 45  | 41  |     |
| 58  | 54    | 50  | 50  | 46  | 42  |     |
| 59  | 55    | 51  | 51  | 47  | 43  |     |
| 60  | 56    | 52  | 52  | 48  | 44  |     |
| 61  | 57    | 53  | 53  | 49  | 45  |     |
| 62  | 58    | 54  | 54  | 50  |     |     |
| 63  | 59    | 55  | 55  | 51  |     |     |
| 64  | 60    | 56  | 56  | 52  |     |     |
| 65  | 61    | 57  | 57  | 53  |     |     |
| 66  | 62    | 58  | 58  | 54  |     |     |
| 67  | 63    | 59  | 59  | 55  |     |     |
| 68  | 64    | 60  | 60  | 56  |     |     |
| 69  | 65    | 61  | 61  | 57  |     |     |
| 70  | 66    | 62  | 62  | 58  |     |     |
| 71  | 67    | 63  | 63  | 59  |     |     |
| 72  | 68    | 64  | 64  | 60  |     |     |
| 73  | 69    | 65  | 65  | 61  |     |     |
| 74  | 70    | 66  | 66  | 62  |     |     |
| 75  | 71    | 67  | 67  | 63  |     |     |
| 76  | 72    | 68  | 68  | 64  |     |     |
| 77  | 73    | 69  | 69  | 65  |     |     |

| 旧号給 | 新 号 給 |     |     |     |     |     |
|-----|-------|-----|-----|-----|-----|-----|
|     | 3 級   | 4 級 | 5 級 | 6 級 | 7 級 | 8 級 |
| 78  | 74    | 70  | 70  | 66  |     |     |
| 79  | 75    | 71  | 71  | 67  |     |     |
| 80  | 76    | 72  | 72  | 68  |     |     |
| 81  | 77    | 73  | 73  | 69  |     |     |
| 82  | 78    | 74  | 74  | 70  |     |     |
| 83  | 79    | 75  | 75  | 71  |     |     |
| 84  | 80    | 76  | 76  | 72  |     |     |
| 85  | 81    | 77  | 77  | 73  |     |     |
| 86  | 82    | 78  | 78  |     |     |     |
| 87  | 83    | 79  | 79  |     |     |     |
| 88  | 84    | 80  | 80  |     |     |     |
| 89  | 85    | 81  | 81  |     |     |     |
| 90  | 86    | 82  | 82  |     |     |     |
| 91  | 87    | 83  | 83  |     |     |     |
| 92  | 88    | 84  | 84  |     |     |     |
| 93  | 89    | 85  | 85  |     |     |     |
| 94  | 90    | 86  |     |     |     |     |
| 95  | 91    | 87  |     |     |     |     |
| 96  | 92    | 88  |     |     |     |     |
| 97  | 93    | 89  |     |     |     |     |
| 98  | 94    | 90  |     |     |     |     |
| 99  | 95    | 91  |     |     |     |     |
| 100 | 96    | 92  |     |     |     |     |
| 101 | 97    | 93  |     |     |     |     |
| 102 | 98    |     |     |     |     |     |
| 103 | 99    |     |     |     |     |     |
| 104 | 100   |     |     |     |     |     |
| 105 | 101   |     |     |     |     |     |
| 106 | 102   |     |     |     |     |     |
| 107 | 103   |     |     |     |     |     |
| 108 | 104   |     |     |     |     |     |
| 109 | 105   |     |     |     |     |     |
| 110 | 106   |     |     |     |     |     |
| 111 | 107   |     |     |     |     |     |
| 112 | 108   |     |     |     |     |     |
| 113 | 109   |     |     |     |     |     |